



Digital Code of Conduct

info@safethedance.de

www.safethedance.de

- We want to create a space that is as non-discriminatory and non-judgmental as possible where everyone feels welcome and respected - this is the responsibility of all participants.
- We talk about sensitive topics, so if someone needs a time-out or support, they can simply take a break or contact us.
- We encourage all participants to share their pronouns. We understand that this is not so easy for all people and of course accept if you'd rather not share a pronoun. Please ask each person by which pronoun (he, she, they, none, ...) they would like to be addressed. Using the wrong pronouns can be hurtful and also traumatizing and should therefore be avoided whenever possible. There are also people who do not use pronouns; generally it is important for us to treat each other with respect.
- Please do not infer the gender identity of the other person from their appearance. Just because you read someone as male or female does not mean that person identifies that way.
- We use gender-sensitive language (and exclude the generic masculine in German language). We try to avoid gendered language such as "ladies first," "girl boss," or "real men,".
- We are happy to see faces in video calls, but we understand that this is stressful for some people. If you prefer to turn your video off from the start or any other time you are welcome to participate with audio only.
- If you take a photo/screenshot/video of speakers or participants and want to post it, ask permission. Not everyone wants to be pictured on the internet and what is uploaded once will stay there forever.
- Our vision is informed by intersectionality and recognizes that there are people who are affected by multiple forms of discrimination.
- When certain issues raise uncomfortable feelings for individuals, we stand with the person and remember that each person brings different experiences and thus also reacts differently, for example, to sensitive topics or to Micro-aggressions differently.

- We recognize that we are all different and have individual perspectives. We try to understand each other's perspectives and to refrain from generalizations and stereotypes ("typical man, typical woman").
- We all make mistakes. When individuals use discriminatory language or ways of thinking discriminatory we try to bring it to their attention through constructive criticism that makes them aware of it. We ask that when people constructively criticize you to be open and listen.
- We want to learn together and create safer spaces, taking a solution-focused rather than person-focused. We share relevant resources with each other to educate ourselves as a group.
- BIPoC and other marginalized groups are not responsible for the Educating others. However, there are good organizations that you can reach out to and who can send you info material, book tips, and link recommendations.
- All participants are encouraged to actively participate in the discussion, because none of us knows everything, but together we know a lot.
- Please all be mindful of how much space and time you take in a group call and, if necessary, postpone your contributions to give others the opportunity to participate as well. And if you're usually someone who does not speak up, try it!
- Please remember that not every disadvantage is always visible. Consider: What is normal for you is not necessarily so for everyone.
- All information shared in this session is confidential and should not be shared with the outside. Please respect the privacy of others to ensure a safer space for all.
- Last but not least: We do not tolerate any form of discrimination, sexism or racism. racism and reserve the right to exclude from the event if necessary.

BE EXCELLENT TO EACH OTHER!



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